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RESEARCH REPORT

SALARY TRENDS FOR TEACHERS: SURVEY AND ANALYSIS 1983

A REPORT OF THE
RESEARCH DEPARTMENT OF THE
AMERICAN FEDERATION OF TEACHERS, AFL-CIO

MARCH 1983

1983 SALARY TRENDS FOR TEACHERS: SURVEY AND ANALYSIS

FOREWORD

The 1983 Salary Trends for Teachers: Survey and Analysis, is intended to be a reference document to assist locals in developing salary comparisons. Salaries for teachers and other professional employees are provided for the most recent years available by state, district, region, and occupational groups. Comparisons with the various tables can be developed to suit the purposes of the local, whether it is to establish the position of members relative to similar professionals, or to assist in describing how the basic needs of members are being met by the compensation available.

Periodic updates are made to the information through the Research Network mailings by the AFT Department of Research. Locals seeking additional assistance may wish to contact James Gordon Ward, Director of Research, with specific problems.

The Department of Research staff is grateful to the various locals and agencies that provided the information and suggestions for this report. Julia Silverwood of the Research Department staff collected and organized the data and assisted in the preparation of the report. Helen Nemorin of the staff also contributed to the preparation of the report.

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AVERAGE SALARIES FOR TEACHERS

In 1981-82, the average public elementary and secondary school teacher in the United States earned a salary of $18,945, an increase of 9.1 percent over the 1980-81 average salary of $17,364. Since 1978-79, the salary average has increased 26.6 percent. While some of the increase is due to improved wage schedules and advancement by teachers, some portion of the perceived increase is due to the drastic retrenchments that have taken place throughout the country. With state and local revenue shortfalls created by the current economic conditions and carried over from tax limitation efforts, the districts have resorted to reductions in force to avoid budget deficits. Typically, the employee who is laid off is a teacher who is new to the system and paid at a lower level than a career teacher. For this reason, the average salary figure may misrepresent the apparent advancement made by teachers.

In 1981-82, the states with the highest average teacher salaries were:

1.	Alaska	$31,986
2.	District of Columbia	24,485
3.	New York	23,437
4.	Hawaii	23,000 (est.)
5.	Washington	22,954
6.	California	22,816
7.	Michigan	21,779
8.	Wisconsin	21,707
9.	Rhode Island	21,494
10.	Illinois	21,172

Twenty states exceeded the national average teacher salary. Average teacher pay was lowest in:

1.	Vermont	$12,936
2.	Mississippi	14,135
3.	Arkansas	14,501
4.	New Hampshire	14,663
5.	South Dakota	14,717

Average pay has increased near the 9 percent level for the last two years, but is expected to follow the other sectors of the economy as settlements move toward the 6 percent range this year. The trend appeared to sharply accelerate over the third quarter of 1982, as wage settlements fell from 8.8 percent to 8.4 percent. Union settlements continue to surpass non-union wage settlements, and for the nation's workers in all industries, the increases are expected to average 18 percent higher for unionized workers. Normally, the differential is expected to fall in the range of 12 to 20 percent. In 1981, the wage increase difference was at the low end of the range, at 12 percent, and the current 18 percent difference is at the high end of the scale.

Table 1, Average Teacher Salaries, 1979-1982, shows the average teacher salary and the rank for the 50 states and the District of Columbia. Table 2, Average Teacher Salaries as Percent of United States Average, indicates the state average salaries as a percent of the United States average salary for teachers. Table 3, Comparison of State and Large City Teacher Salary Levels, provides a comparison of state average salaries with teachers in large city school districts who are paid at the thirteenth year, Masters degree level. This level is selected as a step obtainable by many career teachers and shows the range between the urban and non-urban areas of states. In a recent study in Missouri, for example, only fifty of nearly six hundred districts had salaries that met or exceeded the state average salary, and yet 30 percent of the teachers in the state had salaries in excess of the national average. There continues to be substantial diversity between districts within states, as well as between states.

In Table 4, Large Districts Where Bargained Contracts Exist/Masters Schedule Maximum 1982-83, districts where bargained contracts exist are listed along with the years it takes to reach the maximum salary. The range is from as much as 28 years to as little as nine, with from eleven to fifteen years being normal. In some cases, teachers will reach the highest level of their schedule in fewer years, but earn additional longevity steps after a few more years. In New York City, for example, the fifteenth year is the final year of longevity increases that begin in the tenth year of employment.

Table 1

1/11/83

AVERAGE TEACHER SALARIES

	1979	RANK	1980	RANK	1981	RANK	1982	RANK
Alabama	12,948	37	13,985	35	15,150	36	15,600	44
Alaska	24,150	1	26,173	1	29,000	1	31,986	1
Arizona	14,682	19	15,835	22	17,359	21	18,014	26
Arkansas	11,126	50	12,239	50	13,270	49	14,501	49
California	17,149	8	19,450	4	19,648	10	22,816	6
Colorado	14,990	18	16,205	17	17,734	17	19,577	16
Connecticut	15,494	14	16,475	16	17,440	20	19,121	20
Delaware	13,736	26	16,148	19	18,023	16	19,290	19
District of Columbia	19,488	2	22,190	2	22,883	2	24,485	2
Florida	13,545	28	14,149	33	15,404	34	16,780	37
Georgia	13,565	27	14,338	31	15,444	32	14,978	46
Hawaii	18,281	4	18,339	7	20,993	5	23,000	4
Idaho	12,617	41	13,615	39	15,146	37	16,829	36
Illinois	16,905	9	17,781	9	19,518	11	21,172	10
Indiana	13,354	31	15,078	25	16,878	24	18,676	23
Iowa	14,199	23	15,340	23	16,150	27	18,002	27
Kansas	13,278	32	13,690	38	15,250	35	16,685	38
Kentucky	13,130	34	14,480	29	15,580	31	17,294	32
Louisiana	13,015	36	13,770	37	14,900	39	17,930	28
Maine	12,275	43	12,450	48	13,994	47	15,105	45
Maryland	16,591	10	17,589	10	19,286	12	20,330	12
Massachusetts	17,539	6	17,000	13	18,288	15	18,787	21
Michigan	17,596	5	19,456	3	21,057	4	21,779	7
Minnesota	15,504	13	16,750	14	17,182	22	19,480	18
Mississippi	11,101	51	11,900	51	13,000	51	14,135	50
Missouri	12,920	39	13,874	36	15,422	33	16,673	40
Montana	13,540	29	14,623	28	15,967	28	17,770	29
Nebraska	12,936	38	13,519	40	14,675	41	16,680	39
Nevada	15,206	16	16,191	18	17,700	18	19,939	14
New Hampshire	11,692	49	13,342	41	14,109	44	14,663	48
New Jersey	16,325	12	17,141	12	18,300	14	19,910	15
New Mexico	14,198	24	14,674	27	16,944	23	18,686	22
New York	18,600	3	19,200	5	21,316	3	23,437	3
North Carolina	13,537	30	14,355	30	15,858	29	16,614	41
North Dakota	12,060	46	13,263	42	14,801	40	17,426	31
Ohio	14,200	22	15,187	24	16,200	26	18,547	24
Oklahoma	12,500	42	13,210	43	14,640	43	16,992	35
Oregon	14,570	20	16,015	20	18,500	13	20,305	13
Pennsylvania	15,300	15	16,700	15	17,690	19	19,482	17
Rhode Island	16,568	11	17,929	8	19,803	9	21,494	9
South Carolina	12,206	45	12,947	46	14,108	45	15,615	43
South Dakota	11,750	48	12,350	49	13,636	48	14,717	47
Tennessee	12,272	44	13,158	44	14,073	46	16,582	42
Texas	13,059	35	14,234	32	15,715	30	17,581	30
Utah	13,910	25	14,965	26	16,612	25	18,106	25
Vermont	11,786	47	12,750	47	13,235	50	12,936	51
Virginia	13,200	33	14,025	34	14,649	42	17,009	34
Washington	17,358	7	18,815	6	20,702	6	22,954	5
West Virginia	12,675	40	13,000	45	14,948	38	17,129	33
Wisconsin	15,000	17	15,930	21	20,062	8	21,707	8
Wyoming	14,469	21	17,537	11	20,438	7	20,550	11
UNITED STATES AVERAGE	14,970		16,100		17,364		18,945	

Table 2

1/11/83

AVERAGE TEACHER SALARIES
AS PERCENT OF UNITED STATES AVERAGE

	1979	RANK	1980	RANK	1981	RANK	1982	RANK
Alabama	86%	37	87%	35	87%	36	82%	44
Alaska	161%	1	163%	1	167%	1	169%	1
Arizona	98%	19	98%	22	100%	21	95%	26
Arkansas	74%	50	76%	50	76%	49	77%	49
California	115%	8	121%	4	113%	10	120%	6
Colorado	100%	18	101%	17	102%	17	103%	16
Connecticut	104%	14	102%	16	100%	20	101%	20
Delaware	92%	26	100%	19	104%	16	102%	19
District of Columbia	130%	2	138%	2	132%	2	129%	2
Florida	90%	28	88%	33	89%	34	89%	37
Georgia	91%	27	89%	31	89%	32	79%	46
Hawaii	122%	4	114%	7	121%	5	121%	4
Idaho	84%	41	83%	39	87%	37	89%	36
Illinois	113%	9	110%	9	112%	11	112%	10
Indiana	89%	31	94%	25	97%	24	99%	23
Iowa	95%	23	95%	23	93%	27	95%	27
Kansas	89%	32	85%	38	88%	35	88%	38
Kentucky	88%	34	90%	29	90%	31	91%	32
Louisiana	87%	36	86%	37	86%	39	95%	28
Maine	82%	43	77%	48	81%	47	80%	45
Maryland	111%	10	109%	10	111%	12	107%	12
Massachusetts	117%	6	106%	13	105%	15	99%	21
Michigan	118%	5	121%	3	121%	4	115%	7
Minnesota	104%	13	104%	14	99%	22	103%	18
Mississippi	74%	51	74%	51	75%	51	75%	50
Missouri	86%	39	86%	36	89%	33	88%	40
Montana	90%	29	91%	28	92%	28	94%	29
Nebraska	86%	38	84%	40	85%	41	88%	39
Nevada	102%	16	101%	18	102%	18	105%	14
New Hampshire	78%	49	83%	41	81%	44	77%	48
New Jersey	109%	12	106%	12	105%	14	105%	15
New Mexico	93%	24	91%	27	98%	23	99%	22
New York	124%	3	119%	5	123%	3	124%	3
North Carolina	90%	30	89%	30	91%	29	88%	41
North Dakota	81%	46	82%	42	86%	40	92%	31
Ohio	95%	22	94%	24	93%	26	98%	24
Oklahoma	84%	42	82%	43	84%	43	90%	35
Oregon	97%	20	99%	20	107%	13	107%	13
Pennsylvania	102%	15	104%	15	102%	19	103%	17
Rhode Island	111%	11	111%	8	114%	9	113%	9
South Carolina	82%	45	80%	46	81%	45	82%	43
South Dakota	78%	48	77%	49	79%	48	78%	47
Tennessee	82%	44	82%	44	81%	46	88%	42
Texas	87%	35	88%	32	91%	30	93%	30
Utah	93%	25	93%	26	96%	25	96%	25
Vermont	79%	47	79%	47	76%	50	68%	51
Virginia	88%	33	87%	34	84%	42	90%	34
Washington	116%	7	117%	6	119%	6	121%	5
West Virginia	85%	40	81%	45	86%	38	90%	33
Wisconsin	100%	17	99%	21	116%	8	115%	8
Wyoming	97%	21	109%	11	118%	7	108%	11

Table 3

Comparison of State and Large City Teacher Salary Levels
1981-82

City	Masters Degree 13 Years Experience	Salary as % of State Average Salary
Philadelphia, PA	$29,395	151
Detroit, MI	29,000	133
New York, NY	26,901	115
Pittsburgh, PA	26,670	137
Los Angeles, CA	26,540	120
Chicago, IL	26,103	123
Cleveland, OH	25,179	136
San Diego, CA	24,336	107
Boston, MA	24,189	129
Phoenix, AZ	23,929	133
Dallas, TX	23,603	134
St. Louis, MO	23,600	142
Houston, TX	23,030	131
Indianapolis, IN	22,154	119

Table 4

Large Districts Where Bargained Contracts Exist
Masters Schedule Maximum 1982-83

District	Salary	Years to Maximum
New York, NY	$29,517	15
Detroit, MI	29,000	11
Washington, D.C.	28,428	13
Philadelphia, PA	28,326	11
Chicago, IL	27,378	15
Dade Co., FL (Miami)	26,395	13
Boston, MA	26,245	9
Cleveland, OH	25,316	15
Broward Co., FL Ft. Lauderdale	24,260	28
San Diego, CA	23,752	12
Jefferson Co., KY (Louisville)	23,124	14
Pinellas Co., FL (St. Petersburg)	22,950	16
Memphis, TN	21,700	25
New Orleans, LA	21,400	12

SCHEDULED TEACHER SALARIES
1982-83 SCHOOL YEAR

Table 5, Scheduled Teacher Salaries, 1982-83 School Year, is a summary of 84 teacher salary schedules for the 1982-83 school year. The summary includes salaries reported by local/district schedules for step 1, step 5, step 10 and of the maximum Bachelors, Masters, Masters plus thirty hours, and Maximum preparation levels.

These data were provided by the locals through contracts and survey materials. Complete salary information can be obtained from the locals listed.

Table 5

AFT RESEARCH
LOCAL SALARY SUMMARIES 1982-83

California

ABC Federation of Teachers, Local 2317
Contract duration: 7/80 to 6/83

	BA	MA	MA + 30	Maximum
Step 1	$14,969	$18,113	$19,161	$20,709
5	18,213	21,357	22,405	23,953
10	19,835	25,412	26,460	28,008
Max.		27,034*	28,893*	32,063

*plus longevity

Oxnard Federation of Teachers, Local 1273
Contract duration: 1981-1984

	BA	MA	MA + 30	Maximum
Step 1	$15,081	$19,503	NA	NA
5	19,465	23,886	NA	NA
10	21,616	29,364	NA	NA
Max.	21,616	30,460	NA	NA

Tamalpais Federation of Teachers, Local 1985
Contract duration: 7/81 to 6/83

	BA	MA	MA + 30	Maximum
Step 1	NA	$15,523	$16,925	$17,626
5	NA	18,327	19,729	20,430
10	NA	21,832	23,234	23,935
Max.	NA	21,832	26,739	27,440

United Teachers of Los Angeles, Local 1021
Contract duration: 9/80 to 8/82

	BA	MA	MA + 30	Maximum
Step 1	$13,700	$16,320	$16,880	$18,060
5	16,630	19,390	20,220	21,850
10	19,380	23,510	24,620	26,850
Max.	19,380	23,510	24,620	28,800

(Contract extended; presently negotiating for 1983)

Connecticut

Bristol Federation of Teachers, Local 1464
Contract duration: 7/81 to 6/83

	BA	MA	MA + 30	Maximum
Step 1	$11,915	$12,943	$13,802	$14,719
5	13,575	14,742	15,615	16,653
10	15,507	17,110	18,049	19,248
Max.	20,538	22,990	24,481	25,790

Hartford Federation of Teachers, Local 1018
Contract duration: 7/82 to 6/85

	BA	MA	2 Yr.-MA for Social Worker Only	Maximum
Step 1	$12,992	$13,467	$13,776	$14,086
5	14,875	15,974	16,289	16,601
10	17,701	19,113	19,586	20,054
Max.	21,052	23,849	24,569	25,290

New Haven Federation of Teachers, Local 933
Contract duration: 7/80 to 6/83

	BA	MA	MA + 30	Maximum
Step 1	$12,500	$13,200	$13,950	$14,700
5	14,000	14,700	15,450	16,200
10	16,250	17,050	17,800	18,500
Max.	22,000	23,000	24,000	25,000

Norwalk Federation of Teachers, Local 1723
Contract duration: 9/81 to 8/83

	BA	BA + 30	BA + 60	Maximum
Step 1	$12,741	$13,775	$15,039	15,039
5	15,039	16,306	17,571	17,571
10	18,207	19,469	20,736	22,188
Max.	22,717	25,459	28,199	29,651

Windham Federation of Teachers, Local 1577
Contract duration: 9/81 to 8/84

	BA	MA	MA + 30	Maximum
Step 1	$11,742	$12,626	$13,519	$14,402
5	13,682	14,609	15,546	16,717
10	16,010	16,944	18,036	19 435
Max.	18,606	20,429	21,829	23,227

District of Columbia

Washington Teachers' Union, Local 6
Contract duration: to August, 1984

	BA	MA	MA + 30	Maximum
Step 1	$14,855	$16,343	$17,090	$17,836
5	17,217	20,079	20,827	20,827
10	20,795	23,786	24,532	25,281
Max.	24,834	28,979	29,741	30,712

Delaware

New Castle Federation of Teachers, Local 762
Contract duration: 1980 to 1984

	BA	MA	MA + 30	Maximum
Step 1	$15,000	$15,700	NA	NA
5	16,270	16,970	NA	NA
10	17,770	18,470	NA	NA
Max.	23,470	24,170	NA	NA

Florida

Alachua County Education Association, Local 3749
Contract duration: 8/82 to 7/85

	BA	MA	Specialist	Maximum
Step 1	$12,521	$13,833	$14,906	$16,099
5	14,041	15,512	16,715	18,053
10	15,687	17,331	18,675	20,169
Max.	22,419	24,768	26,689	28,824

Brevard Federation of Teachers, Local 2098
Contract duration: 1982--1983

	BA	MA	MA + 30	Maximum
Step 1	$14,000	$15,400	$16,000	$16,000
5	15,080	16,480	17,080	17,680
10	17,579	18,979	19,579	20,179
Max.	20,600	22,000	22,600	23,200

Duval Teachers United, Local 3326
Contract duration: 7/82 to 6/84

	BA	MA	MA + 30	Maximum
Step 1	$13,000	$13,900	$14,900	$15,800
5	14,076	15,084	16,239	17,212
10	15,967	17,092	18,020	19,112
Max.	21,764	23,378	24,151	25,203

Lake County Education Association, Local 3783
Contract duration: 1981 to 1983

	BA	MA	MA + 30	Maximum
Step 1	$12,700	$14,190	$15,000	$15,000
5	14,240	15,730	16,540	16,540
10	16,400	17,890	18,700	18,700
Max.	20,530	22,020	22,830	22,830

Pasco Classroom Teachers Association, Local 3600
Contract duration: 1981 to 1984

	BA	MA	MA + 30	Maximum
Step 1	$13,000	$14,225	$14,978	$15,781
5	14,628	15,853	16,606	17,409
10	16,238	17,463	18,216	19,019
Max.	20,404	21,629	22,382	23,185

St. Lucie County CTA, Local 3616
Contract duration: 1982-1983

	BA	MA	MA + 30	Maximum
Step 1	$14,163	$15,538	$16,338	$17,788
5	15,813	17,188	17,988	19,437
10	17,875	19,250	20,050	21,500
Max.	20,625	22,000	22,800	24,250

United Teachers of Dade, Local 1974
Contract duration: 7/1/82 to 6/30/82

	BA	MA	MA + 30	Maximum
Step 1	$14,229	$17,229	$18,829	$20,429
5	16,546	19,546	21,146	22,746
10	21,122	24,122	25,722	27,322
Max.	23,395	26,395	27,995	29,595

Illinois

Cahokia Federation of Teachers, Local 1272
Contract duration: 1981-1983

	BA	MA	MA + 16	Maximum
Step 1	$14,278	$15,280	$15,733	$16,228
5	17,188	18,231	18,725	19,185
10	20,133	21,863	22,543	23,215
Max.	22,919	24,849	25,618	26,173

Catholic Federation of Teachers, Local 3817
Contract duration: 1981-1983

	BA	MA	MA + 16	Maximum
Step 1	$11,575	$12,075	$12,325	NA
5	13,575	14,075	14,325	NA
10	14,925	15,425	15,675	NA
Max.	18,775	19,275	19,525	NA

Chicago Teachers Union, Local #1
Contract duration: 1982-1983

	BA	MA	MA + 36	Maximum
Step 1	$13,770	$14,925	$15,897	$16,664
5	18,576	19,731	20,703	21,470
10	22,653	23,835	24,807	25,520
Max.	26,136	27,378	28,485	29,268

District 211 Teachers Union, Local 1211
Contract duration: 1983-1985

	BA	MA	MA + 30	Maximum
Step 1	$15,788	$17,367	NA	NA
5	19,853	21,740	NA	NA
10	NA	26,287	$28,103	NA
Max.	20,848	32,642	35,120	$35,120

East Altonwood River Education Association, Local 3401
Contract duration: to 1983

	BA	MA	MA + 32	Maximum
Step 1	$15,000	$16,200	$17,000	$17,400
5	16,600	17,920	18,720	19,120
10	18,600	20,070	20,870	21,270
Max.	20,200	25,110	25,910	26,310

Niles Township Federation of Teachers, Local 1274
Contract duration: 1981-1984

	BA	MA	MA + 30	Maximum
Step 1	$15,281	$16,938	$18,326	$20,415
5	17,976	20,460	21,852	23,914
10	20,763	24,785	26,179	28,225
Max.	20,763	30,706	32,099	36,679

Indiana

Anderson Federation of Teachers, Local 519
Contract duration: 6/82 to 12/86

	BA	MA	MA + 30	Maximum
Step 1	$13,083	$13,644	$14,061	$14,477
5	15,597	15,437	15,854	16,270
10	16,490	17,678	18,095	18,511
Max.	18,211	22,717	23,134	23,550

Gary Teachers Union, Local 4
Contract duration: 1/83 to 12/83

	BA	MA	MA + 30	Maximum
Step 1	$13,665	$14,107	$14,826	$15,740
5	16,028	16,807	17,527	18,446
10	18,459	19,650	20,364	21,277
Max.	21,013	23,412	24,132	25,052

Hammond Teachers Federation, Local 394
Contract duration: 1/1/83 to 12/31/83

	BA	MA	MA + 30	Maximum
Step 1	$13,143	$13,800	$13,932	$14,457
5	15,246	16,166	16,560	17,086
10	17,874	19,123	19,846	20,372
Max.	22,080	25,037	26,417	26,943

Louisiana

United Teachers of New Orleans, Local 527
Contract duration: 1981-1983

	BA	MA	MA + 30	Maximum
Step 1	$14,012	$14,410	$14,734	$15,345
5	15,875	16,327	16,759	17,445
10	18,567	19,123	19,696	20,367
Max.	20,650	22,000	22,600	22,825

Maryland

Baltimore Teachers Union, Local 340
Contract duration: 1982-1984

	BA	MA	MA + 30	Maximum
Step 1	$12,995	$13,905	$14,668	$15,541
5	15,047	15,989	16,915	18,142
10	17,464	18,689	19,545	20,510
Max.	22,430	23,609	24,551	25,334

Massachusetts

Billercia Federation of Teachers, Local 1677
Contract duration: 9/81 to 8/83

	BA	MA	MA + 30	Maximum
Step 1	$12,731	$13,631	$14,531	NA
5	15,573	16,473	17,373	NA
10	20,235	21,135	22,034	NA
Max.	21,712	22,612	23,512	NA

(plus longevity)

Boston Teachers Union, Local 66
Contract duration: 8/80 to 8/83

	BA	MA	MA + 30	Maximum
Step 1	$14,733	$15,920	$17,104	$18,372
5	19,632	20,985	22,239	23,779
10	24,722	26,245	27,769	29,377
Max.	24,722	26,245	27,769	29,377

Southeastern Regional Teachers Federation, Local 1849
Contract duration: 9/81 to 8/84

	BA	MA	MA + 30	Maximum
Step 1	$13,222	$14,058	$14,897	$15,735
5	17,166	18,003	18,842	19,680
10	20,864	21,701	22,540	23,378
Max.	22,385	23,227	24,069	24,911

Michigan

Dearborn Federation of Teachers, Local 681
Contract duration: 1982-83

	BA	MA	MA + 30	Maximum
Step 1	$14,745	$16,090	$17,145	$17,945
5	19,105	21,055	22,130	22,920
10	29,095	31,270	32,335	33,130
Max.	29,095	33,230	34,285	36,315

Detroit Federation of Teachers, Local 231
Contract duration: (Salary Schedule for 1981-82)

	BA	MA	MA + 30	Maximum
Step 1	$15,027	$16 535	$16,835	$17,135
5	19,060	21,389	21,689	21,989
10	23,501	26,825	27,125	27,425
Max.	25,274	29,000	29,700	30,000

East Detroit, Local 698
Contract duration: 9/82-8/83
(Salary Schedule for 1981-82)

	BA	MA	MA + 30	Maximum
Step 1	$14,775	$15,985	$16,609	$18,169
5	18,377	20,307	20,931	22,491
10	24,589	28,115	28,739	30,299
Max.	24,589	28,115	28,739	30,299

Roseville Federation of Teachers, Local 1071
Contract duration: (Salary Schedule for 1981-82)

	BA	MA	MA + 30	Maximum
Step 1	$14,806	$15,917	$16,661	$17,260
5	18,850	21,535	22,281	22,880
10	24,666	28,510	29,257	29,853
Max.	24,666	28,510	29,257	29,853

Michigan

Wayne Intermediate Teachers Federation, Local 2323
Contract duration: 1981-1983

	BA	MA	MA + 30	Maximum
Step 1	$16,300	$17,900	$18,200	NA
5	20,700	23,200	23,500	NA
10	25,500	29,100	29,400	NA
Max.	27,000	31,700	32,400	NA

Minnesota

Duluth Federation of Teachers, Local 692
Contract duration: 1981-83

	BA	MA	MA + 30	Maximum
Step 1	$13,057	$15,331	$15,280	$15,880
5	15,523	18,337	17,786	18,686
10	19,181	24,093	22,833	23,733
Max.	20,862	27,752	28,052	28,952

Minneapolis Federation of Teachers, Local 59
Contract duration: 7/81 to 6/83

	BA	MA	MA + 30	Maximum
Step 1	$13,136	$14,565	$15,401	$16,241
5	14,786	16,170	17,201	18,154
10	19,355	21,161	22,447	23,851
Max.	23,098	29,290	31,326	33,219

Mora Federation of Teachers, Local 1802
Contract duration: 7/81 to 6/83

	BA	MA	MA + 30	Maximum
Step 1	$14,075	$16,425	$17,425	$17,925
5	15,975	18,325	19,325	19,825
10	18,350	20,700	21,700	22,200
Max.	20,250	22,600	23,600	24,100

Mound Federation of Teachers, Local 926
Contract duration: 7/81 to 6/83

	BA	MA	MA + 27	Maximum
Step 1	$12,705	$14,437	$15,015	$15,592
5	15,150	17,864	18,475	19,075
10	18,880	23,314	23,939	24,544
Max.	22,516	28,851	29,455	30,027

Osseo Federation of Teachers, Local 1212
Contract duration: 1981-1983

	BA	MA	MA + 30	Maximum
Step 1	$14,961	$17,735	$18,869	$19,443
5	16,423	19,675	20,823	21,383
10	20,084	24,881	26,028	26,588
Max.	23,208	29,161	30,305	30,884

Pierz Federation of Teachers, Local 1923
Contract duration: 1981-1983

	BA	MA	MA + 30	Maximum
Step 1	$14.550	$15,950	$16,650	NA
5	16,830	18,430	19,230	NA
10	19,320	21,120	22,020	NA
Max.	20,940	23,440	24,420	NA

Robbinsdale Federation of Teachers, Local 872
Contract duration: 1981-1983

	BA	MA	MA + 30	Maximum
Step 1	$14,981	$17,426	$19,075	$20,576
5	17,617	21,014	23,782	25,650
10	22,963	27,092	29,662	31,984
Max.	22,963	30,567	31,712	34,187

Rosemount Federation of Teachers, Local 2006
Contract duration: 7/81 to 6/83

	BA	MA	MA + 30	Maximum
Step 3	$16,000	$18,000	$19,000	$21,000
5	16,000	18,000	19,000	21,000
10	18,000	21,000	23,000	25,000
Max.	21,000	26,000	28,000	30,000

St. Paul Federation of Teachers, Local 28
Contract duration: 7/81 to 6/83

	BA	MA	MA + 30	Maximum
Step 1	$14,400	$15,600	$16,000	$16,600
5	14,800	16,100	16,500	17,300
10	17,500	19,800	20,400	21,500
Max.	24,700*	29,900*	30,700*	32,200*

*limited to St. Paul experience

916 Federation of Teachers, Local 3748
(Special Intermediate District - Coop district)*
Contract duration: to 6/83

	BA	MA	MA + 30	Maximum
Step 1	$15,476	$16,726	$17,326	$17,626
5	17,446	19,426	20,426	20,926
10	19,526	22,801	24,301	25,051
Max.	21,326	25,501	27,401	28,351

Missouri

Kansas City Federation of Teachers, Local 691
Contract duration: 1982-83

	BA	MA	MA + 30	Maximum
Step 1	$12,509	$13,184	$13,522	$14,064
5	14,796	15,738	16,113	16,655
10	18,288	19,544	19,919	20,461
Max.	19,684	23,350	23,725	24,267

Missouri

St. Louis Teachers Union, Local 420
Contract duration: 7/81 to 6/83

	BA	MA	MA + 30	Maximum
Step 1	$12,850	$13,850	$14,850	$15,850
5	16,850	17,850	18,850	19,850
10	24,250	25,350	26,450	27,550
Max.	24,250	25,350	26,450	27,550

New Hampshire

Hudson Federation of Teachers, Local 2263
Contract duration: 9/81 to 8/84

	BA	MA	MA + 30	Maximum
Step 1	$11,200	$12,000	NA	NA
5	13,300	14,000	NA	NA
10	17,000	17,700	NA	NA
Max.	19,000	19,700	NA	NA

New Jersey

Garfield Federation of Teachers, Local 3977
Contract duration: 1980-1983

	BA	MA	MA + 30	Maximum
Step 1	$13,900	$15,310	$16,370	NA
5	15,840	17,440	18,490	NA
10	18,850	20,430	21,490	NA
Max.	25,120	27,260	28,590	NA

Perth Amboy Federation of Teachers, Local 857
Contract duration: 7/81 to 6/83

	BA	MA	MA + 30	Maximum
Step 1	$13,650	$14,900	$15,225	NA
5	16,350	17,600	17,925	NA
10	19,600	20,850	21,175	NA
Max.	27,025	28,275	28,600	NA

New Jersey (continued)

Woodbridge Township Federation of Teachers, Local 822
Contract duration: 7/81 to 6/84

	BA	MA	MA + 30	Maximum
Step 1	$12,864	$13,964	$14,364	$14,864
5	17,415	18,515	18,915	19,415
10	22,539	23,639	24,039	24,539
Max.	23,351	27,651	28,051	28,551

New York

Fayetteville-Manilus Teachers Association, Local 2648
Contract duration: 7/80 to 6/83

	BA	MA	MA + 30	Maximum
Step 1	$11,660	$12,870	$13,600	$14,375
5	13,645	14,790	15,635	16,720
10	16,150	17,935	18,990	20,060
Max.	17,570	21,125	23,965	25,040

*plus longevity

Great Neck Teachers Association, Local 2686
Contract duration: 1981-1983

	BA	MA	MA + 30	Maximum
Step 1	$16,313	$18,759	$20,389	$23,325
5	19,573	22,021	23,652	26,585
10	24,302	24,916	28,544	31,478
Max.	25,934	32,622	34,253	37,186

Half Hollow Hills, Local 2701
Contract duration: to 1983

	BA	MA	MA + 30	Maximum
Step 1	$15,062	$17,623	$18,828	$20,334
5	18,074	21,087	22,442	23,949
10	21,840	25,605	26,961	28,467
Max.	30,124	34,869	35,998	37,504

Kenmore Teachers Association, Local 2768
Contract duration: to 6/84

	BA	MA	MA + 30	Maximum
Step 1	$14,432	$16,077	$17,539	$17,539
5	17,601	19,245	20,707	20,707
10	22,489	24,132	25,594	25,594
Max.	26,772	29,650	31,110	31,110

Kings Park Classroom Teachers Association, Local 1812
Contract duration: 7/80 to 6/83

	BA	MA	MA + 30	Maximum
Step 1	$15,051	$17,143	$18,376	$20,244
5	18,061	20,575	21,809	23,675
10	21,825	25,135	26,369	28,235
Max.	27,092	33,156	34,391	36,303

Middle Country Teachers Association, Local 1683
Contract duration: 7/80 to 6/83

	BA	MA	MA + 30	Maximum*
Step 1	$14,930	$16,796	$18,140	$20,156
5	17,618	19,820	21,404	23,784
10	21,276	23,936	25,848	28,723
Max.	25,381	28,556	30,838	34,268

*shall not apply to any teacher hired after Sept. 28, 1971

Newburgh Teachers Association, Local 2867
Contract duration: 7/81 to 6/83

	BA	MA	MA + 30	Maximum
Step 1	$13,450	$15,070	$16,180	$17,310
5	16,140	17,990	19,330	20,680
10	19,500	21,620	23,240	24,870
Max.	22,190	24,540	26,390	28,230

Niagra Falls Teachers Union, Local 801
Contract duration: 1982-1984

	BA	MA	MA + 30	Maximum
Step 1	$12,710	$13,850	$14,990	$16,130
5	15,697	16,837	17,977	19,117
10	19,383	20,523	21,663	22,803
Max.	24,340	26,179	28,018	29,158

Sachem Central Teachers Association, Local 2974
Contract duration: 7/82 to 6/85

	BA	MA	MA + 30	Maximum
Step 1	$14,512	$16,690	$18,142	$20,320
5	17,416	19,594	21,046	23,224
10	21,046	23,581	25,177	27,571
Max.	25,402	29,167	30,763	33,955

(with a 5 percent raise in February-half year).

Smithtown Teachers Association, Local 3010
Contract duration: 1981-1983

	BA	MA	MA + 30	Maximum
Step 1	$14,405	$16,426	$17,809	$19,869
5	17,159	19,304	20,690	22,751
10	21,605	24,075	25,434	27,510
Max.	27,250	30,711	32,095	34,170

*plus longevity increments

Syracuse Teachers Association, Local 2999
Contract duration: 1982-1984

(See Attached Schedule)

Syracuse Teachers Association, Local 2990

APPENDIX A

SALARY BASE - EFFECTIVE 9/1/83*

COLUMN	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
GRAD HRS.	0	6	12	18	24	30	36	42	48	54	60	66	72	78	84	90
	12,480	13,528	13,693	13,860	14,026	14,192	14,358	14,525	14,691	14,857	15,024	15,189	15,356	15,522	15,687	15,355

SALARY BASE - EFFECTIVE 4/1/84

COLUMN	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
GRAD HRS	0	6	12	18	24	30	36	42	48	54	60	66	72	78	84	90
	13,141	14,189	14,356	14,521	14,687	14,853	15,019	15,186	15,352	15,518	15,685	15,350	16,017	16,183	16,348	16,516

SALARY BASE - EFFECTIVE 9/1/84*

COLUMN	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
GRAD HRS.	0	6	12	18	24	30	36	42	48	54	60	66	72	78	84	90
	13,798	14,899	15,074	15,247	15,422	15,595	15,770	15,943	16,120	16,294	16,469	16,643	16,817	16,992	17,166	17,342

STIPENDS

Experience credit units = $300 per year of credited service (new hires)
Graduate hours credited and paid in blocks of 6 hours @ $200.
Degree Stipends: $650 Masters/$950 CAS (Certificate of Advanced Studies) $1,250 PhD or EdD

Tenure Stipend - $250 per year for those teachers achieving tenure subsequent to July 1, 1981
Service Stipend - $300 per year for those teachers who have completed or complete 12 years credited service effective July 1, 1981.

NOTE: All of the above stipends shall become part of salary (once granted) and shall be granted only once.

*Effective July 1 for Unit I employees with extension of service.

New York

United Federation of Teachers, Local 2
Contract duration: 11/9/82 to 9/83

	BA	MA	MA + 30	Maximum
Step 1	$13,577	$15,908	$18,238	$18,238
5	18,241	20,572	22,902	22,902
8B	24,036	26,367	28,697	28,697
10	25,611	27,942	30,272	30,272
Max.	27,186	29,517	31,847	31,847

(Includes differentials + longevity at 10 years and 15 years)

Effective
9/9/83

	BA	MA	MA + 30	Maximum
Step 1	$14,527	$17,021	$19,514	$19,514
5	19,518	22,012	24,505	24,505
8B	25,719	28,213	30,706	30,706
10	27,404	29,898	32,391	32,391
Max.	29,089	33,268	35,761	35,761

(Includes longevity at 10 years and 15 years)

United Teachers of New Rochelle, Local 280
Contract duration: to 6/83

	BA	MA	MA + 30	Maximum
Step 1	$15,516	$17,849	$18,807	$18,869
5	18,340	21,138	22,200	23,277
10	21,811	25,620	26,683	28,689
Max.	25,024	30,723	31,785	33,845

Wappingers Congress of Teachers, Local 1989
Contract duration: 1981-1985

	BA	MA	MA + 30	Maximum
Step 1	$12,767	$13,785	$15,018	$16,208
5	14,720	16,188	17,436	18,671
10	17,641	19,556	20,802	22,047
Max.	26,041	29,242	30,488	31,734

West Seneca Teachers Association, Local 3110
Contract duration: 7/81 to 6/83

	BA	MA	MA + 30	Maximum
Step 1	$12,000	$14,100	$14,850	$15,600
5	14,459	16,424	17,174	17,924
10	17,682	20,014	20,764	21,514
Max.	25,950	29,500	30,250	31,000

Yonkers Federation of Teachers, Local 860
Contract duration: 7/81 to 6/83

	BA	MA	MA + 30	Maximum
Step 1	$15,528	$17,178	$17,530	NA
5	18,950	20,600	20,953	NA
10	22,705	24,608	24,959	$26,963
Max.	26,595	30,969	31,705	33,785

Ohio

Cincinnati Federation of Teachers, Local 1520
Contract duration: 9/81 to 12/84

	BA	MA	MA + 30	Maximum
Step 1	$13,226	$14,707	$15,214	$16,637
5	16,821	18,347	18,856	20,278
10	20,418	21,987	22,495	23,919
Max.	23,129	25,202	25,635	27,056

Ontario Federation of Teachers, Local 1703
Contract duration: 1/82 to 1/83

	BA	MA	MA + 20	Maximum
Step 1	$12,517	$13,643	$14,441	NA
5	14,525	16,196	16,986	NA
10	17,169	19,459	20,096	NA
Max.	20,149*	22,387	23,078	NA

*plus longevity

Ohio

Toledo Federation of Teachers, Local 250
Contract duration: 1981 to 1983

	BA	MA	MA + 30	Maximum
Step 1	$12,000	$13,000	$15,500	$16,000
5	14,400	15,600	18,000	18,600
10	18,400	20,400	22,800	23,400
Max.	23,500	25,550	27,950	28,550

Oklahoma

Oklahoma City Federation of Teachers, Local 2309
Contract duration: 1982-1983

	BA	MA	MA + 30	Maximum
Step 1	$13,500	$14,400	$14,500	$15,300
5	14,803	15,666	15,766	16,780
10	17,071	18,072	18,172	19,258
Max.	21,048	22,605	22,705	23,827

Pennsylvania

Bethel Park Federation of Teachers, Local 1607
Contract duration: 1980 to 1983

	BA	MA	MA + 30	Maximum
Step 1	$16,272	$16,746	$17,061	$18,022
5	18,668	19,190	19,865	20,518
10	22,414	23,015	23,820	24,264
Max.	27,235	28,033	28,751	29,085

Jefferson Federation of Teachers, Local 1559
Contract duration: 1981 to 1983

	BA	MA	MA + 30	Maximum
Step 1	$14,400	$14,870	$15,350	$15,840
5	16,850	16,370	17,900	18,440
10	19,550	20,120	20,700	21,290
Max.	20,700	21,890	22,500	23,120

Pennsylvania (continued)

New Castle Federation of Teachers, Local 3975
Contract duration: 9/81 to 8/84

	BA	MA	MA + 30	Maximum
Step 1	$15,000	$15,700	$15,800	$16,100
5	16,270	16,900	17,400	18,300
10	17,770	18,470	18,970	19,870
Max.	23,470	24,170	24,670	25,570

Philadelphia Federation of Teachers, Local 1776
Contract duration: 9/1/83 to 8/31/85

	BA	MA	MA + 30	Maximum
Step 1	$11,635	$12,028	$12,786	$13,570
5	17,264	17,884	19,126	20,211
10	23,157	24,040	25,556	27,110
Max.	25,016	28,326	30,555	32,945

Pittsburgh Federation of Teachers, Local 400
Contract duration: 9/80 to 8/83

	BA	MA	MA + 30	Maximum
Step 1	$13,023	$14,123	$14,723	$15,323
5	16,504	17,835	18,435	19,035
10	27,090	28,960	29,560	30,160
Max.	27,090	28,960	29,560	30,160

(Plus longevity increments)

Rhode Island

Central Falls Teachers Union, Local 1567
Contract duration: 9/81 to 8/84

	BA	MA	MA + 30	Maximum
Step 1	$11,630	$12,430	$12,830	$13,430
5	14,687	15,487	15,887	16,487
10	23,100	23,900	24,300	24,900
Max.	23,100	23,900	24,300	24,900

Rhode Island (continued)

Cranston Teachers Alliance, Local 1704
Contract duration: 9/81 to 8/83

	BA	MA	MA + 30	Maximum
Step 1	$13,180	$14,205	$14,555	$15,130
5	16,330	17,355	17,705	18,280
10	22,200	23,225	23,575	24,150
Max.	22,200	23,225	23,575	24,150

Providence Teachers Union, Local 958
Contract duration: 1982 to 1983

	BA	MA	MA + 30	Maximum
Step 1	$13,000	$14,155	$14,457	$14,857
5	17,650	18,705	19,107	19,507
10	24,000	25,055	25,457	25,857
Max.	24,737	25,792	26,194	26,594

Woonsocket Teachers Guild, Local 951
Contract duration: 8/80 to 8/83

	BA	MA	MA + 30	Maximum
Step 1	$12,294	$13,210	$13,668	$14,126
5	15,773	16,689	17,147	17,605
10	23,746	24,662	25,210	25,578
Max.	23,746	24,662	25,210	25,578

(Plus longevity increments)

Texas

Corpus Christi Federation of Teachers, Local 3456
Contract Duration: 1982-1983

	BA	MA	MA + 30	Maximum
Step 1	$13,422	$14,524	NA	$16,024
5	15,734	17,376	NA	18,876
10	19,496	21,332	NA	22,832
Max.	22,480	25,500	NA	26,000

SALARY RANGES BY ENROLLMENT GROUP SIZE AND REGION

Salary ranges are affected by district size, as the information in Table 6 indicates. These ranges are from the publication, Scheduled Salaries for Professional Personnel in Public Schools, 1981-1982, by Education Research Service, Inc. of Arlington, Virginia. Starting salaries range from a low of $8,100 in the smallest enrollment group size to $20,102 in the largest districts. Mean minimum salary for the sample was $12,496. Maximum salaries ranged from $12,906 to $39,535 with the mean maximum salary at $24,472.

Table 7, Teachers Daily Rates of Pay by Region, shows yet another view of the geographic diversity in rates of pay for school employees. The lowest minimum daily rate of pay is found in the Northeast region, followed by the Southeast. The lowest maximum pay is in the Southeast region, and the highest in the Farwest. Total pay earned will depend on the length of the paid work year, and while the rate differences are not dramatic between teacher maximum rates and building level administration, the longer work year allows the administrators to earn considerably more on an annual basis.

Table 6

Teachers Minimum Salary Ranges 1981-82

Enrollment Group Size	99th Percentile	75th Percentile	25th Percentile	Mean	Low	High
300 to 2,499	15,368	12,921	11,300	12,051	8,100	15,500
2,500 to 9,999	16,200	13,250	11,800	12,572	9,000	17,545
10,000 to 24,999	15,532	13,473	12,000	12,755	10,675	16,700
25,000 or more	15,368	13,217	12,000	12,635	9,450	20,102
TOTAL	15,562	13,200	11,800	12,496	8,100	20,102

Teachers Maximum Salary Ranges 1981-82

300 to 2,499	31,201	24,915	20,002	22,449	12,906	36,586
2,500 to 9,999	35,659	27,240	22,372	25,037	14,331	39,535
10,000 to 24,999	35,784	27,724	23,069	25,310	13,037	36,503
25,000 or more	33,804	27,121	23,016	25,169	17,700	39,400
TOTAL	35,495	26,826	21,840	24,472	12,906	39,535

Source: Education Research Service, Inc., Scheduled Salaries for Professional Personnel in Public Schools, 1981-82

Table 7

Teachers Daily Rates of Pay by Region *

	NE	Mideast	SE	Gr Lakes	Plains	SW	R. Mts.	FW	Total
Superintendent	$176.90	$202.48	$184.38	$188.46	$188.10	$224.21	$198.92	$217.16	$198.91
Teachers Max.	123.32	137.68	112.61	138.10	128.61	127.57	138.78	147.79	133.15
Teachers Min.	62.06	66.24	64.56	69.27	65.29	68.52	69.72	72.76	67.98
Senior High Principals Max.	158.58	175.10	147.69	171.38	172.96	164.07	177.24	188.49	169.75

*States included in geographic regions. New England: CT, ME, MA, NH, RI, VT; Mideast: DE, DC, MD, NJ, NY, PA; Southeast: AL, AR, FL, GA, KY, LA, MS, NC, SC, TN, VA, WV; Great Lakes: IL, IN, MI, OH, WI; Plains: IA, KS, MN, MO, NE, ND, SD; Southwest: AZ, NM, OK, TX; Rocky Mountains: CO, ID, MT, UT, WY; Far West: AK, CA, HI, NV, OR, WA.

Source: Education Research Service, Inc., Scheduled Salaries for Professional Personnel in Public Schools, 1981-82.

SALARY LEVELS FOR NON-TEACHING OCCUPATIONS AND GROUPS

While comparisons of professional salaries between districts and regions seems appropriate when considering teacher salary levels, districts and locals should be conscious of the real competition between industry, government, and schools for the services of teachers. For some time now, the American Federation of Teachers has expressed its concern that a shortage of teachers will be the next major challenge to education, and current activities bear out that belief. Reported shortages of mathematics, science, industrial arts, special education and some vocational areas have appeared and will likely be with us for some time. The resurgence of live births after a decade of declining numbers of children will create pressures for teachers in the elementary schools in the mid-1980s and beyond. By early in the 1990s our secondary schools, now dealing with the problems of enrollment declines, will see additional demands placed on schools for services.

In order to compete with industry and government to attract the highest quality candidates to education, and to then retain experienced staff, it will be necessary for school districts to be conscious of the career alternatives in other occupations. The following group of tables explores the salary levels of non-teaching groups and occupations. Absolute comparisons to teacher salary levels would be inappropriate due to the variations in the collection and presentation of data. Generalizations are appropriate and should provide a context for discussion of wage inducements necessary to attract and hold teachers in the profession.

Table 8, The Endicott Report, is a summary of beginning salaries paid college graduates in the last five years. The dramatic increase in salaries paid to beginning mathematicians is influenced by the competition within high technology industries for employees. Similarly, engineering students are now commanding the top salaries among graduates and the high technology companies are eager for the few graduates that appear each year. The category, liberal arts, is the category most closely associated with the preparation that teacher candidates have completed. The entry level salary for liberal arts shown is still above the level that most teachers will reach, and exerts its influence on decisions of college students about career opportunities.

Only four occupations out of forty received an increase in effective buying power from 1979 to 1981 according to data supplied by the Bureau of Labor Statistics. Table 9, Median Annual Earnings of Wage and Salary Workers, shows predictably that teachers in areas that are expecting shortages are among the leaders in real wage gain. Those in adult education and in pre-school and kindergarten experienced increases of 6.6 percent and 3.2 percent respectively. Joining these groups of teachers were stock and bond agents and brick and stone masons. Other

teaching areas suffered losses in buying power from 5.1 percent for secondary teachers to 6 percent for elementary teachers. In general, teachers in K-12 systems lost 5.3 percent during the period, compared to 5.2 percent for the occupation groups generally. The college and university levels were particularly hard hit and lost from 9 to 10 percent in overall wages during the period.

Special attention is given to salaries for computer professionals in Table 10, Median Salaries in Computer Professional Compensation. In a survey by Source EDP Personnel Services, the median salaries for employees recently hired places starting salaries in the $20,000 per year range. The apparent gap between salaries for teachers and those in the computer fields rest with the initial levels rather than the rate of increase.

Similar entry level advantages can be seen by reviewing the salaries of white collar occupations. Table 11, Average Salary of Employees in Selected White Collar Occupations in Private Establishments, provides annual average salary and the entry to top level ranges for various occupations. Salaries for teachers fall more in line with occupations that do not require the professional course background than those occupations that require preparation similar to that of educators. Given the expense of financing an education at the post-secondary level, the choice of education as a career makes less sense than preparation leading to careers in higher paying professions or careers that require less preparation and expense and offer wage opportunities similar to those provided teachers. Economically, the choices are quite evident, and education will attract fewer and fewer high quality entrants unless substantial changes are made.

Even careers in state and local government will offer competition to those seeking to attract and hold teachers. Table 12, Average Earnings of Full-time State and Local Government Employees, by State, shows that non-instructional employees have the opportunity to earn up to 12 percent more than their local school counterparts among instructional employees. While the monthly rate is 7.6 percent higher for local school instructional personnel, they will not be able to continue earning during the times at which school is not in session. The effect is a net deficit for local school employees as annual earnings are calculated. When the higher paid local administrative personnel are taken into account in the monthly earnings figures, earnings discrepancy is even more exaggerated.

Federal government employment earnings, as shown in Table 13, Pay Schedule for Federal White Collar Workers, marks federal government employment as a definite career option for students pondering career decisions. In the general schedule, most professional positions are to be found at grade 9 or above.

Below level 9, the positions tend to be technical or clerical in nature, and yet the salary levels compare favorably with those in education. Certainly, there is reason to discount the opportunities available currently in federal career positions as well. While both have recently experienced substantial reductions in force, the compensation for professional level positions exceeds that available to most teachers by a large amount, and may well be the deciding difference in career choice.

A positive sign for teachers salary levels may be developing. Average salaries for teachers, as shown in Table 14, Median Family Income and Average Teacher Salary, 1972 to 1982, shows that some slight improvement is estimated for 1982. While the increase may well prove to be at the expense of reductions in the numbers of lower paid, less senior teachers, rather than a real increase in rates of pay, there is estimated to be a positive gain in constant buying power for teachers for the first time since 1977. If it remains true when final data is available, it will be only the third time in a decade it has happened. The average salary for teachers continues to improve as a percentage of the median family income, continuing a trend which began in 1980. Whether or not this speaks to real improvement, or slack in the rate of increase for the median family income, is unclear. Certainly, the 6.7 percent increase in current dollars of the median family income estimated for 1982 is below the 1978-79 levels, but remains generally in line with the increases of the last decade.

The effect of the disparity between average salary and family income is clear. In order for a teacher to provide the additional $3,500 income necessary to meet the median levels of family income, the teacher must have more than the average level of experience, preparation, and salary or, alternately, must have a second income or part-time position. The additional part-time work diminishes the rewards of teaching as a profession, and can add to the total reasons why prospective teachers choose alternate careers.

While gains have been made in recent years for teachers salaries, there remains deficiencies that must be overcome. There is some realization on the part of corporations, governments, and citizens that we must make an effort to address the problem of teacher pay. Solutions are being offered by many groups. Some would establish pay incentives for areas of acute shortages such as math or science. Some would provide additional pay for master teachers in return for concessions on tenure, professional control, and responsibility. While such measures have yet to gain wide support, they should be seen as positive affirmation that the country is becoming aware of the problem. In many locations, the recognition of the inadequacy of salary is acknowledged, and yet

resources to solve the problems are not sufficient to the need. The effects of tax limitation movements have not proved serendipitous, but rather disastrous for local governments. The policies of the federal government have helped transfer demands for services to the state and local levels without supplying sufficient revenues to meet demands. What is required is a recognition of the problem of inadequate pay levels for teachers and a commitment to raise revenues to the point that salary needs can be met.

The cost to government to meet the pay levels is not trivial. To raise salaries four thousand dollars for two million teachers would cost eight billion dollars. A raise of just five percent for all teachers in the following year would add an additional 2.45 billion dollars. To finance this kind of increase will require substantial increases in rates of taxation or increased productivity, employment, and prosperity for America's workforce. There are no simple, inexpensive solutions to this problem which has been with us for so long, but progress is being made. To paraphrase an earlier salary report, perhaps America remembers that the Pied Piper of Hamlin was a teacher the town forgot to pay.

Table 8

ENDICOTT REPORT

Endicott Report Summary, 1982
College Graduates to be Hired at Various Salary Levels
Bachelor's Degree
Average Starting Salary - Yearly

Field	1978	1979	1980	1981	1982	Percent Increase 1978-1982
Engineering	$16,680	$18,288	$20,136	$22,368	$25,428	52%
Accounting	13,464	14,748	15,720	16,980	18,648	39
Sales-Marketing	12,636	13,092	15,936	17,220	18,372	45
Business Administration	12,098	13,464	14,100	16,200	17,448	44
Liberal Arts	11,400	12,744	13,296	15,444	15,924	40
Computer Science	14,700	15,816	17,124	15,936	22,260	51
Chemistry	13,632	15,000	17,604	18,600	21,492	58
Math-Statistics	12,072	13,068	14,472	16,884	21,516	78
Economics-Finance	14,160	15,432	17,712	20,304	17,532	24
Others	13,848	14,556	17,544	20,028	22,716	64

Source: The Endicott Report, 1978, 1979, 1980, 1981 and 1982, Placement Center of Northwestern University, Evanston, Illinois.

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Table 9

MEDIAN ANNUAL EARNINGS OF WAGE & SALARY WORKERS
FOR 40 OCCUPATIONS

	Category	1979 Annual Salary	1981 Annual Salary	1981 Salary in Constant $ 1979	Effective Buying Power % Change 1979-81
1	Research Workers	$17,481	$18,824	$15,050	-13.91%
2	School Administrators - College & University	22,467	25,532	20,413	-10.34
3	Teachers-College & University	20,289	23,088	18,459	-9.02
4	Writers, Artists & Entertainers	15,929	18,200	14,551	-8.65
5	Mechanics & Repairers	14,805	16,952	13,553	-8.46
6	School Administrators	21,434	24,700	19,760	-7.81
7	Accountants	17,081	19,708	15,756	-7.76
8	Electricians	18,873	21,788	17,419	-7.70
9	Therapists	13,730	15,860	12,680	-7.65
10	Vocational & Educational Counselors	17,461	20,176	16,130	-7.62
11	Math Specialists	19,438	22,464	17,960	-7.60
12	Engineering & Science Technicians	15,597	18,096	14,468	-7.24
13	Personnel & Labor Relations Specialists	17,927	20,904	16,713	-6.77
14	Managers & Administrators	18,136	21,164	16,920	-6.70
15	Social Workers	13,749	16,068	12,846	-6.57
16	Librarians	14,230	16,640	13,303	-6.51
17	Plumbers	17,928	21,008	16,796	-6.31
18	Carpenters	14,394	16,900	13,511	-6.13
19	Elementary Teachers	14,233	16,744	13,387	-5.94
20	Lawyers	24,106	28,392	22,699	-5.84
21	Teachers, Except College & University	14,621	17,316	13,844	-5.31

(continued)

Table 9 (cont'd)

MEDIAN ANNUAL EARNINGS OF WAGE & SALARY WORKERS
FOR 40 OCCUPATIONS

	Category	1979 Annual Salary	1981 Annual Salary	1981 Salary in Constant $ 1979	Effective Buying Power % Change 1979-81
	All Wage & Salary Workers	$12,680	$15,028	$12,015	-5.24%
22	Secondary Teachers	15,375	18,252	14,492	-5.09
23	Clerical Workers	10,116	12,116	9,687	-2.24
24	Sales Workers	13,233	15,912	12,721	-3.87
25	Health Technologists & Technicians	12,398	14,924	11,932	-3.76
26	Life & Phisical Scientists	20,422	24,648	19,706	-2.51
27	Clinical Lab Technologists & Technicians	12,701	15,340	12,264	-3.44
28	Engineers	23,246	28,080	22,450	-3.42
29	Telephone Installers & Repairers	17,701	21,424	17,128	-3.24
30	Mail Carriers	17,272	21,112	16,879	-2.28
31	Registered Nurses	14,083	17,265	13,802	-2.00
32	Postal Clerks	16,948	20,800	16,629	-1.88
33	Economists	22,654	27,872	22,283	-1.64
34	Computer Specialists	19,111	23,608	18,874	-1.24
35	Teacher Aides	6,987	8,684	6,943	-0.63
36	Psychologists	16,409	20,488	16,380	-0.18
37	Teachers, Prekindergarten & Kindergarten	10,557	13,624	10,892	+3.17
38	Stock & Bond Agents	21,376	27,820	22,242	+4.05
39	Brick & Stone Masons	15,996	20,852	16,671	+4.22
40	Teachers, Adult Education	15,367	20,488	16,380	+6.59

Source: AFT Department of Research calculations from Bureau of Labor Statistics data.

Table 10

Median Salaries in Computer Professional Compensation
Annual Compensation ($000)

(Source: Source Edp Personnel Services/1983 Computer Salary Survey)

Non-Management Positions	Length of Service			
	6 months to 1 year	1 year to 2 years	2 years to 4 years	Over 4 years
Commercial Programmers & Program Analysts	20.0	22.9	26.8	31.3
Engineering/Scientific Programmers & Programmer Analysts	20.7	24.4	28.8	33.8
Mini-Micro Computer Programmers & Programmer Analysts	20.9	24.0	27.7	34.5
Systems (Software) Programmers	--	27.3	31.7	38.1
Data Base Specialists	--	26.9	32.1	40.1
Telecommunications Programmers & Programmer Analysts	--	26.6	30.7	37.5
Technical Writers & Editors	20.1	22.8	26.7	30.6
Edp Auditors	--	23.8	30.1	38.2
Senior Analysts, Project Leaders and Consultants*			30.8	34.7
(* Over 6 years, 39.1)				

Table 10 (cont'd)

Median Salaries in Computer Professional Compesnation
Annual Compensation ($000)

Management Positions	System Size		
	Small	Medium	Large
Technical Service Managers	38.2	43.6	49.0
Systems & Programming Managers	38.3	44.2	49.6
Operations Managers	27.1	34.4	40.5
Information Systems Directors	40.6	50.5	60.3
Marketing Positions			
Marketing Representatives -- 43.5			
Marketing Managers -- 57.8			
Marketing Technical Support			
1 year to 2 years 23.9			
2 to 4 years 30.1			
over 4 years 33.6			

Sources: 1. Based on analysis of 50,000 individuals and information from 40,000 organizations served by Source Edp, Washington, D.C.

2. Those individuals who repair data processing machines can expect usual weekly earnings of $395, which could mean more than $20,500 in a full year of employment according to Winter 1983 Occupational Outlook Quarterly.

Table 11

Average Salary of Employees
in Selected White Collar Occupations
in Private Establishments, March 1982[1]

Occupation	Average Annual Salary	Occupation Class Ave., Entry to Top Level[2]
Accountant	$26,306	$18,260-$48,549
Attorney-Salaried	43,249	25,162-76,202
Programmers/Analysts	24,809	17,535-35,430
Chemist	32,844	19,640-53,658
Engineer	34,745	23,622-62,494
Drafters	19,816	11,739-25,909
Computer Operators	16,231	11,896-23,267
Secretary	16,539	14,000-21,546
Typists	11,915	10,893-13,723
Teacher	18,945	12,966-23,437[3]

[1] Source: AFT Department of Research, calculations based on White Collar Salaries, March 1982, U.S. Department of Labor, Bureau of Labor Statistics.

[2] Entry to top level categories are identified by BLS in Survey of Professional, Administrative, Technical and Clerical Pay, March 1982, Bulletin 2145.

[3] Range shown for states of Vermont and New York.

Table 12

Average Monthly Earnings of Full-Time State and Local Government Employees and Instructional Personnel by State: October 1981 (dollars)

State	All Full-Time State & Local Gov't Employees	Instructional Personnel	
		Local Schools	Institutions of Higher Education
U.S. Total	$1,514	$1,629	$2,362
Alabama	1,262	1,244	2,332
Alaska	2,372	2,624	2,223
Arizona	1,611	1,694	2,827
Arkansas	1,115	1,169	2,364
California	1,866	2,020	2,802
Colorado	1,543	1,559	2,243
Connecticut	1,497	1,624	1,769
Delaware	1,501	1,582	2,270
District of Columbia	2,070	2,438	2,712
Florida	1,324	1,406	2,454
Georgia	1,175	1,259	2,309
Hawaii	1,606	1,645	2,308
Idaho	1,278	1,335	1,769
Illinois	1,644	1,768	2,598
Indiana	1,444	1,548	2,545
Iowa	1,469	1,520	2,457
Kansas	1,297	1,344	2,135
Kentucky	1,323	1,445	2,419
Louisiana	1,340	1,465	2,015
Maine	1,192	1,247	1,920
Maryland	1,691	2,011	1,895
Massachusetts	1,551	1,686	2,056
Michigan	1,835	2,100	2,534
Minnesota	1,448	1,407	2,544
Mississippi	1,110	1,136	2,126
Missouri	1,207	1,299	1,878
Montana	1,405	1,455	2,057
Nebraska	1,291	1,405	2,031
Nevada	1,504	1,578	2,418
New Hampshire	1,208	1,247	1,823

-continued-

Table 12 (cont'd)

Average Monthly Earnings of Full-Time State and Local Government Employees and Instructional Personnel by State: October 1981 (dollars)

State	All Full-Time State & Local Gov't Employees	Instructional Personnel	
		Local Schools	Institutions of Higher Education
New Jersey	1,724	1,953	2,585
New Mexico	1,369	1,442	2,291
New York	1,873	2,069	2,396
North Carolina	1,276	1,381	2,013
North Dakota	1,657	1,805	2,325
Ohio	1,477	1,608	2,274
Oklahoma	1,225	1,247	2,410
Oregon	1,542	1,619	1,869
Pennsylvania	1,543	1,678	2,679
Rhode Island	1,704	1,915	2,110
South Carolina	1,241	1,258	2,270
South Dakota	1,179	1,186	1,984
Tennessee	1,330	1,436	2,334
Texas	1,336	1,381	2,445
Utah	1,318	1,431	1,861
Vermont	1,229	1,192	2,200
Virginia	1,383	1,426	2,427
Washington	1,758	2,019	2,465
West Virginia	1,329	1,439	2,270
Wisconsin	1,586	1,649	1,977
Wyoming	1,588	1,599	2,484

Table 13

Pay Schedule for Federal White Collar Workers
1982-83, Selected Steps*

The General Schedule

GS GRADE	STEP 1	STEP 5	STEP 10
1	$ 8,676	$ 9,831	$10,857
6	14,901	16,889	19,374
9	20,256	22,956	26,331
11	24,508	27,776	31,861
13	34,930	39,586	45,406
15	48,533	55,025	63,115
17	66,708	75,604	
18	78,184		

*Maximum salary payable for all levels in effect as of October, 1982 was $57,500, the rate payable at the fifth level of the Executive Schedule.

Table 14

Median Family Income and Average Teacher Salary
1972 to 1982

Year	Median Family Income				Average Teachers Salary[1]				Average Teacher Salary As Percent of Median Family Income
	Current Dollars		Constant 1972 Dollars		Current Dollars		Constant 1972 Dollars		
	Amount	% Change	Amount	% Change	Amount	% Change	Amount	% Change	
1972	$11,116	--	$11,116	--	$10,342	--	$10,342	--	93%
1973	12,051	8.4%	11,510	3.5%	10,530	1.8%	10,057	-2.8%	87
1974	12,902	7.1	11,180	-2.9	11,223	6.6	9,725	-3.3	87
1975	13,719	6.3	10,777	-3.9	12,291	9.5	9,655	-0.7	90
1976	14,958	9.0	11,072	2.7	13,177	7.2	9,754	1.0	88
1977	16,009	7.0	11,141	0.6	11,134	7.3	9,836	0.8	88
1978	17,610	10.2	11,522	3.4	14,970	5.9	9,778	-0.6	85
1979	19,661	11.5	11,661	1.2	16,100	7.5	9,549	-2.3	82
1980	21,023	6.9	10,865	-6.8	17,364	9.5	8,974	-6.0	83
1981	22,388	6.5	10,467	-3.7	18,045	9.1	8,857	-1.3	85
1982[1]	23,895	6.7	10,448	-0.2	20,536[2]	8.4	9,015	1.8	86

[1] estimated by Tax Foundation for Family with one full-time wage earner

[2] estimated, AFT Department of Research

Source: Current Pop Reports, Series P-60, No. 134, Table 2
National Tax Foundation estimates.